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Aboriginal Skills and Employment Training Strategy

Aboriginal Labour Market Bulletin

Volume 4, Issue 1
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Aboriginal Labour Market Bulletin

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On the cover...

The Aboriginal population density map was prepared by ESDC Geomatics Services using data from Census 2006.

Darker shading indicates a higher share of Aboriginal people in the local population; grey regions have limited data.

Preface

The *Aboriginal Labour Market Bulletin* (ALMB) serves as a tool to share labour market information with Aboriginal Skills and Employment Training Strategy (ASETS) agreement holders across Canada. The ALMB can help ASETS agreement holders identify emerging opportunities for First Nations, Inuit, and Métis people, better linking training to labour market demand. In each issue, the bulletin will examine—with an Aboriginal focus—general economic conditions, labour market and demographic trends, and current and potential employment opportunities at the national and regional levels.

The **Aboriginal Skills and Employment Training Strategy** is a Government of Canada program designed to help Aboriginal people prepare for, find, and maintain jobs.

Through ASETS, Aboriginal organizations design and deliver employment programs and services best-suited to meet the unique needs of their communities.

With 84 agreement holders and more than 600 points of service, ASETS ensures that Aboriginal people in Canada are able to access skills development and training in order to take advantage of economic development opportunities.

This issue contains an overview of Canada's recent economic performance and labour market situation, as well as a feature article on Aboriginal women involved in entrepreneurship. Also included in this issue, is an update on Aboriginal labour market programming, including highlights from the recent evaluation of the ASETS and Skills and Partnership Fund (SPF).

The ALMB is produced by Employment and Social Development Canada (ESDC). The bulletin's content draws on Statistics Canada's Labour Force Survey and other publicly available resources. Partnership information was obtained from publicly available resources, as well as from agreement holders themselves.

How can Agreement Holders contribute?

We encourage agreement holders to share their stories of promising practices and lessons learned as potential contributions to future issues of the bulletin. We also invite all readers to share feedback on how we can improve this publication, including suggested topics of interest. For comments and contributions, please contact us at: *NC-ALMB-BMTA-GD@hrsdc-rhdcc.gc.ca*.

Disclaimer

The Aboriginal Labour Market Bulletin is prepared for informational purposes only. Every effort has been made to present facts in an impartial manner. The inclusion or exclusion of particular facts should not be seen as reflective of the views, opinions, or positions of Employment and Social Development Canada (ESDC) or the Government of Canada. The information contained in the bulletin is drawn in part from secondary sources that have no connection to ESDC or the Government of Canada. ESDC or the Government of Canada are in no way responsible for any errors or omissions in the secondary sources, and any opinions expressed therein are solely those of the author/organization and are in no way to be attributed to ESDC or the Government of Canada.

In this issue...

Aboriginal peoples and the labour market

- **Canada saw employment gains** of 1.0% between December 2013 and December 2014, with 185,700 jobs added. (p6)
  - The most **significant increases** occurred in **accommodation & food services and construction** (p7).
- **Labour market outcomes** for the **Aboriginal population** have been **improving**: (p7)
  - The unemployment rate in 2014 was 9.6%, a **decrease of 1.3 percentage points** since 2013 (p6).
  - The **Aboriginal unemployment rate fell** in every province except British Columbia, with the most significant decreases in Quebec and Manitoba. (p15 & p19)

Canada's economic portrait

- In December 2014, Canada saw **449,500 online job listings**, with the most online job ads for sales and service occupations. (p8)
- Dropping oil prices have resulted in a weaker Canadian dollar and reduced economic growth in certain regions. For the rest of the country, the drop in prices are a **boon to non-oil related exports** and benefit Canadians with lower prices at the pump. (p8-9)

Aboriginal labour market programs are working to increase workforce participation and help Aboriginal Canadians prepare for, find and maintain jobs.

- **Aboriginal women entrepreneurship** is growing at twice the rate of non-Aboriginal women offering unique employment opportunities and financial independence. (p29)
- Almost 40% of Aboriginal self-employed business owners **create jobs for others**. (p29)
- The **Aboriginal Skills and Employment Training Strategy and the Skills Partnership Fund** meet Government of Canada priorities and there continues to be a need for labour market programming for Aboriginal Canadians. The evidence indicates that both programs are working towards achieving their intended outcomes. (p33)
- Economic Action Plan 2015 announced the extension of the successful **Aboriginal Skills and Employment Strategy** for two years, **the renewal of the Skills and Partnership Fund** for five years, and the launch of a pilot labour force survey on reserve. (p36)

Canada's economic portrait

The broad picture

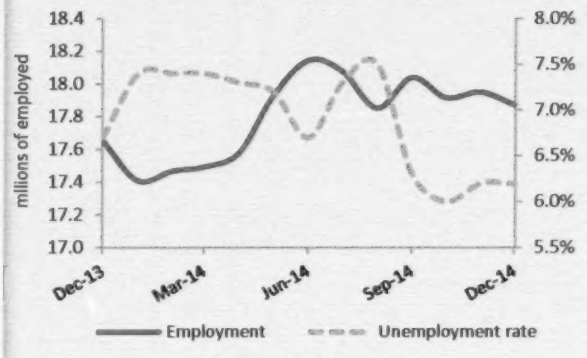
The labour market in Canada saw some improvement in 2014, with upwards of 120,000 jobs added, with the bulk of these gains occurring in the second half of the year. The unemployment rate hovered around 7% for much of 2014 and there were employment increases in six of the 12 months. The Bank of Canada forecasts growth in real economic output to average 2.1% in 2015 before rebounding to 2.4 per cent in 2016.

Crude oil prices have fallen considerably since the summer, which has weakened Canada's resource sector while stronger U.S. demand and the depreciation of the Canadian dollar will help boost non-oil exports. Nationally, the impact of lower commodity prices are partially offset by lower headline inflation, increased household purchasing power, and reduced operating costs for many businesses. Provincially, lower commodity prices will have widely disproportionate impacts with Ontario projected to lead the country in GDP growth in 2015 and 2016, while previously high-performing oil producing provinces such as Alberta slide back towards the national average.

Labour market indicators

Between December 2013 and December 2014, employment in Canada increased 1.0%, equivalent to about 185,700 jobs. The annualized increase from the previous year (December 2012 to December 2013) was 0.6%. In December 2014, the unemployment rate stood at 6.7%, down 0.5 percentage points from one year prior (Figure 1).

Figure 1: Employment and unemployment in Canada, December 2013 to December 2014



Source: Labour Force Survey

In December 2014, the Labour Force Survey (LFS) estimate of Canada's population[1] age 15+ was over 29.1 million (see Table 1), with a labour force (i.e., employed plus unemployed populations) totalling just over 19 million. The participation rate was 65.7% and the employment rate was 61.3%; all of these rates declined slightly since December 2013.

The LFS Aboriginal population estimate (which excludes people living on-reserve) was close to 700,000, with a labour force total of 449,000. Among Aboriginal people, the unemployment rate decreased by 1.3 percentage points between December 2013 and December 2014 standing at 9.6%. During that time, the participation rate was down 0.2 percentage points to 64.3% while the employment rate nudged upward by 0.6 points to 58.1%.

[1] The LFS covers the civilian, non-institutionalised population 15 years of age and over and excludes Aboriginal peoples living on-reserve; thus, population estimates will differ from that of the Census and other sources.

Nationally, women had an unemployment rate 1.4% lower than their male counterparts while for Aboriginal people, a similar dynamic was observed with the rate for Aboriginal women just over one percentage point lower than Aboriginal men. The participation and employment rates for both the total and Aboriginal populations show a larger gender gap, which reflects greater variation in women's labour force attachment linked to family care responsibilities.

Table 1: Main indicators, December 2014
Unemployment, employment, and participation rates

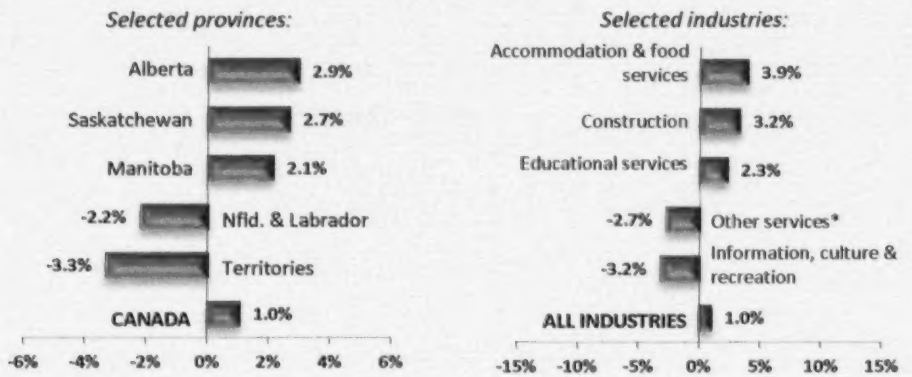
	TOTAL	Women	Men
LFS population estimate[1]	**29,168,200**	14,780,900	14,387,200
Unemployment rate	6.7	5.5	6.9
Participation rate	65.7	60.7	69.6
Employment rate	61.3	57.4	64.8
Aboriginal estimate[2]	**698,400**	361,600	336,800
Unemployment rate	9.6	9.0	10.2
Participation rate	64.3	61.3	67.5
Employment rate	58.1	55.8	60.6

Source: Labour Force Survey
[1] Indicators are based on monthly data from ESDC custom tables, and all figures are based on three month moving averages.
[2] Aboriginal indicators exclude people living on-reserve.

Employment gains

Between December 2013 and December 2014, most provinces and territories saw increases in employment, with the greatest proportional gains occurring in Alberta (+65,900), Saskatchewan (+14,800), and Manitoba (+13,400). Newfoundland and Labrador (-5,100) and the Territories (-1,800) experienced the largest proportional decreases. However, in absolute numbers, Québec shed the greatest number of jobs (-15,800). These numbers largely do not reflect the recent downturn in the oil sector.

Figure 2: Employment gains, December 2013 to December 2014



*'Other services' include automotive repair and maintenance; personal care services (hair care, barber shops, funeral services), and; religious, grant-making, civic, and professional and similar organizations.

Source: Labour Force Survey

By industry (Figure 2), absolute gains in employment were driven largely by accommodation and food services (+43,500); construction (+43,100); and educational services (+30,300). Occupations in healthcare and social assistance (+44,100); finance, insurance and real estate and leasing (+24,100) also saw significant increases. These gains were offset by losses in other services (-24,200), information, culture and recreation (-21,100). Professional, technical and scientific services (-14,600) also saw a notable decrease in employment.

Job vacancies[2]

Statistics Canada tracks job vacancies as a way to assess labour market tightness. Higher job vacancies are associated with periods of economic growth, while lower rates may be associated with slower growth or economic contraction. In November 2014, Canadian businesses had 247,000 job vacancies. Out of every 1,000 positions, 16 were vacant—a vacancy rate of 1.6% in the three-month period ending November 2014.

Wanted Analytics—tracks job listings and hiring demand.

In December 2014, Canada saw 449,500 online job listings, a 17% decrease about a year ago. Occupational groups with the **most online job ads** in December 2014:

• Sales and service occupations	115,062
• Business, finance & administration occupations	58,928
• Management occupations	55,958
• Trades, transport, equipment operators & related occupations	52,955
• Natural and applied sciences & related occupations	47,782

For every vacant job, there were 4.8 unemployed people in November 2014, down from 5.6% a year earlier. This unemployment-to-job vacancy (UV) ratio (see **Glossary**) is a measure of overall labour market tightness. UV ratios vary by region—Saskatchewan was the lowest at 1.8, while Nunavut was the highest at 13.5—and also by sector. In November 2014, Health care and social assistance had the lowest ratio, at 1.0. Arts, entertainment and recreation (8.7) and administrative and support, waste management and remediation services (5.3) were among the highest of all industrial sectors.

Oil Price Shock: Impact on Canada's Labour market

Canada's oil & gas industry is a core feature of the economy making up 25% of all export revenues, 20% of all capital expenditures, and about 13% of GDP when direct and indirect effects are considered. Recently, the West Texas Intermediate (WTI) benchmark price for crude has fallen precipitously, dipping below $45 a barrel in January 2015, a six year low and more than half the price it was in June 2014.

With large existing inventories and global oil supply outstripping demand by over a million barrels per day, a swift price recovery is unlikely, with many predicting that oil prices will continue to grind even lower in the short-term before beginning to recover to $60+per barrel levels sometime in 2016. This challenging price environment has led many companies working in the oil patch to introduce cost-cutting measures (i.e. deferring exploration & capital spending, slashing dividends, demanding discounts from suppliers and laying-off workers).

As a major net exporter of oil, the dramatic fall in prices has had significant negative economic impacts for the Canadian economy, particularly for regions and businesses that are linked to the energy sector (i.e. Alberta, Newfoundland & Labrador and Saskatchewan). Alberta is by far the largest producer and will be hit the hardest in absolute terms with most analysts predicting tepid to negative growth in 2015. Newfoundland & Labrador produces just 7% of Canada's total oil output,

[2] Statistics Canada publishes information on job vacancies which is based on a seasonally unadjusted, three month moving average. November 2014 is the most recent data available due to a time lag in the publication of monthly figures.

but stands to suffer disproportionately since the energy sector forms a relatively larger share (30%) of provincial tax revenues (compared to 25% in Alberta) and 28% of GDP (compared to 22% in Alberta). Lower oil prices have put a chill on off-shore drilling investment with recent announcements to defer major projects such as the off-shore west White Rose extension oilfield. This has put a significant dent in engineering and construction activity in the province while shaving an estimated $3 billion off provincial royalty revenues. This diminished economic outlook translates into lower personal income levels, which are predicted to contract by 8% in 2015 with only nominal recovery in 2016. Saskatchewan is blessed with a more diversified economy (i.e. wheat, canola, oilseeds, potash, uranium) and is likely to weather the price shock better than the other oil producing regions.

For the rest of the country overall, the drop in prices are a boon to non-oil related exports (i.e. manufacturing in Ontario). Canada's trade sector will benefit from solid U.S. growth and a weaker Canadian dollar (which has dropped below 80 cents U.S. - the lowest point in more than five years). Low prices will also provide some relief to debt-strapped consumers as Canadians benefit from lower gasoline and home heating fuel costs.

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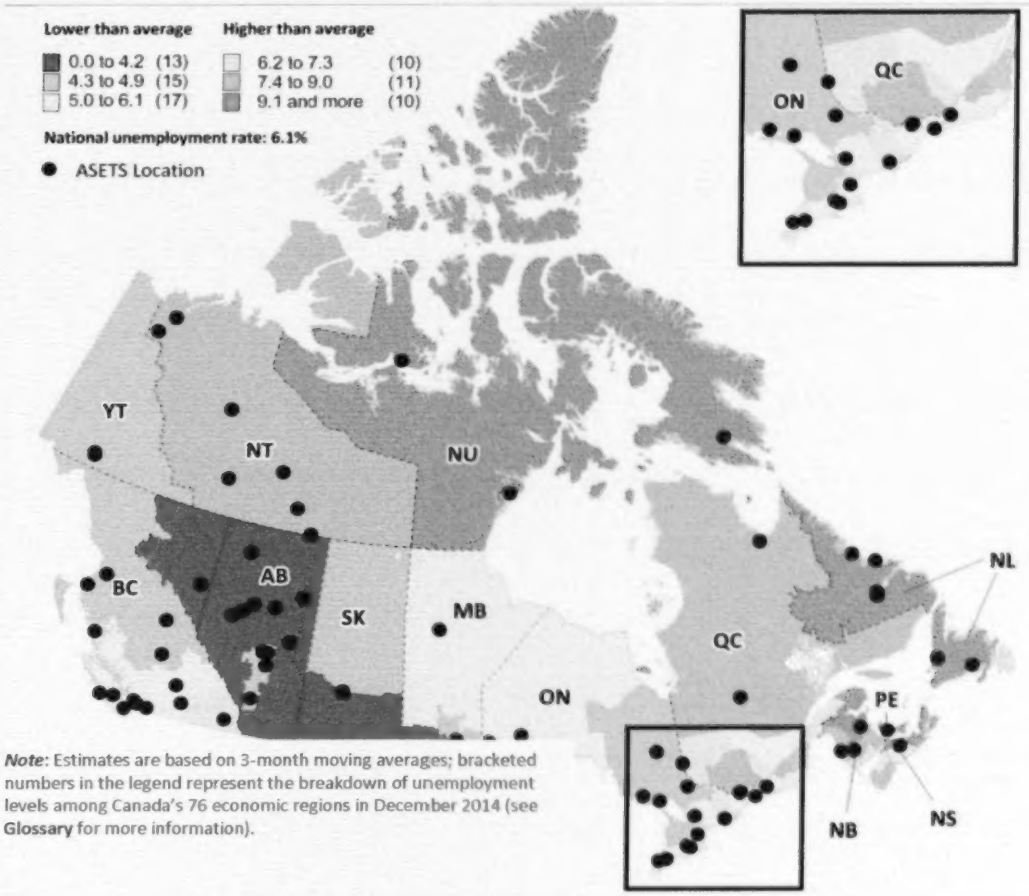
Unemployment rates in Canada

December 2014



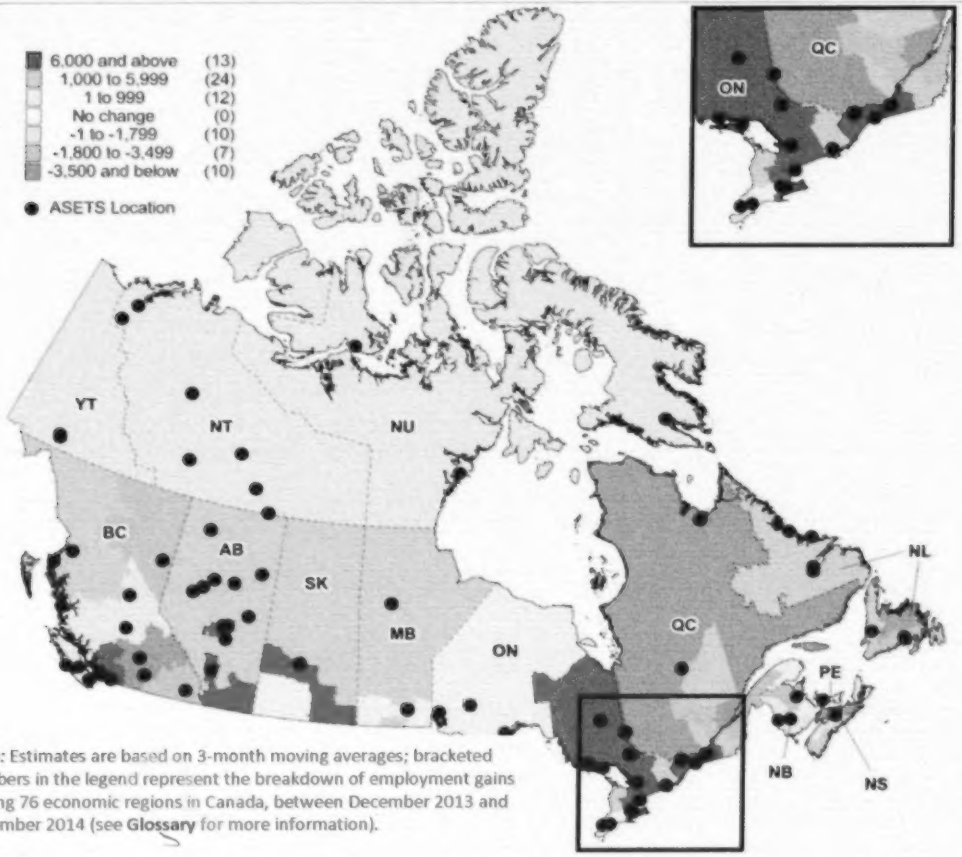
Note: Estimates are based on 3-month moving averages; bracketed numbers in the legend represent the breakdown of unemployment levels among Canada's 76 economic regions in December 2014 (see **Glossary** for more information).

Source: ESDC Geomatics Services; data from Labour Force Survey

- In December 2014, the unemployment rate for Canada was 6.1%; 45 of 76 economic regions (ERs) had rates of unemployment at or below the national rate.
- Higher levels of unemployment were found in Prince Edward Island, Newfoundland and Labrador, Nunavut, parts of New Brunswick and Nova Scotia and Montréal, QC. The region of South Coast – Burin Peninsula in Newfoundland had the highest unemployment rate, at 19.7%.
- Lower levels of unemployment were found in most of Alberta, as well as Northwestern British Columbia; and southern Saskatchewan and Manitoba. Swift Current – Moose Jaw, SK had the lowest unemployment rate in December 2014 (1.3%).
- The ERs with the largest drop in the unemployment rate between December 2013 and December 2014 were in the Bas-Saint-Laurent region of QC; Annapolis Valley, NS; Nunavut; as well as parts of British Columbia; and Ontario.

Employment gains in Canada

December 2013 to December 2014



Note: Estimates are based on 3-month moving averages; bracketed numbers in the legend represent the breakdown of employment gains among 76 economic regions in Canada, between December 2013 and December 2014 (see **Glossary** for more information).

Source: ESDC Geomatics Services; data from Labour Force Survey

- Between December 2013 and December 2014 Canada saw overall employment gains of 181,100 or 1.0%. The regions of Lower Mainland – Southwest, BC; Montérégie, QC; and Muskoka – Kawarthas, ON accounted for about half (53.4%) of all employment gains in Canada between December 2013 and December 2014.

- In absolute terms, the greatest employment gains were found in parts of Ontario including Muskoka-Kawarthas, Kitchener-Waterloo-Barrie, Ottawa, and Toronto; southern Alberta (Calgary, Edmonton, and Lethbridge-Medicine Hat); Saskatchewan (Saskatoon-Biggar); and the Lower Mainland-Southwest region of British Columbia (ranging from +6,000 to +50,800).

- Ottawa, ON accounted for the largest drop in employment (-15,700); while Laurentides, QC; and Montréal, QC also experienced significant employment declines (-11,800 and -11,000, respectively).

Atlantic Canada

(INCLUDES NEWFOUNDLAND AND LABRADOR, PRINCE EDWARD ISLAND, NOVA SCOTIA, AND NEW BRUNSWICK)

Labour market indicators

In December 2014, the total population aged 15+ in the four Atlantic provinces was over 1.9 million. The Aboriginal population represented 2.4% of that, or 46,500 people.

The unemployment rate in Atlantic Canada was 9.1%, while the participation rate stood at 62.0% and the employment rate, at 56.3%.

The unemployment rate among the Aboriginal population was 11.5%, having declined one percentage point from a year earlier. Between December 2013 and December 2014, participation and employment rates for Aboriginal people in Atlantic Canada increased to 65.7% (+6.4 points) and 58.1% (+6.2 points), respectively.

Main indicators – Atlantic Canada
Unemployment, employment, and participation rates

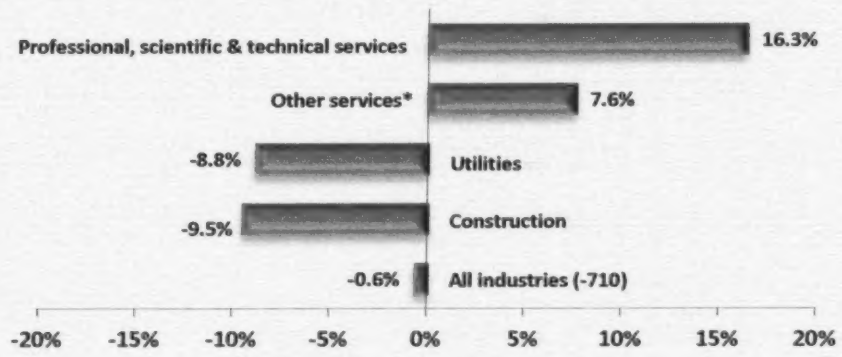
	December 2014	Y/Y change
Total population (15+)	**1,950,200**	
Unemployment rate	9.1	-0.4
Participation rate	62.0	-0.5
Employment rate	56.3	-0.3
Aboriginal population*	**46,500**	
Unemployment rate	11.5	-1.0
Participation rate	65.7	6.4
Employment rate	58.1	6.2

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

The following industries led employment growth in Atlantic Canada between December 2013 and December 2014: professional, scientific and technical services (+860); other services (+350), as well as transportation and warehousing (+210). Construction (-880); and utilities (-100) experienced the greatest proportional declines during this period, and educational services (-390); and trade (-420) also reported notable losses.

Employment growth for selected industries, Atlantic Canada, December 2013 to December 2014



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.***

Regional characteristics

From December 2013 to December 2014, seven of the 15 economic regions (ERs) in Atlantic Canada saw increases in employment, with the largest in Southern NS and West Coast – Northern Peninsula-Labrador NL. Smaller increases were in Halifax NS, Avalon Peninsula NL, Moncton – Richibucto NB, and Fredericton – Oromocto NB. The largest declines were observed in two economic regions in Newfoundland and Labrador - South Coast – Burin Peninsula and Notre Dame – Central Bonavista Bay.

During this period, three regions experienced the greatest improvement in labour market conditions: Avalon Peninsula NL, West Coast – Northern Peninsula – Labrador NL and Southern NS. These areas reported a decrease in unemployment rate and an increase in participation and employment rates.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Newfoundland and Labrador	426,800	254,500	226,800	-1.5%	10.9	-0.3	59.6	-0.7	53.1	-0.5
Avalon Peninsula	225,500	146,700	136,000	1.0%	7.3	-0.7	65.1	0.1	60.3	0.5
South Coast – Burin Peninsula	28,800	16,100	12,900	-12.2%	19.9	6.4	55.9	-1.7	44.8	-5.0
West Coast – Northern Peninsula – Labrador	84,700	48,300	42,300	2.9%	12.4	-2.2	57.0	0.8	49.9	1.9
Notre Dame – Central Bonavista Bay	87,800	43,400	35,600	-10.8%	18.0	1.5	49.4	-4.2	40.5	-4.2
Prince Edward Island	121,800	82,000	73,200	1.1%	10.7	-1.2	67.3	-0.7	60.1	0.3
Nova Scotia	781,200	486,900	448,000	0.2%	8.0	-0.5	62.3	-0.5	57.3	-0.4
Cape Breton	107,600	59,400	50,200	-3.3%	15.5	2.7	55.2	0.7	46.7	-0.9
North Shore	127,700	70,100	63,300	-6.5%	9.7	-0.6	54.9	-3.9	49.6	-3.1
Annapolis Valley	98,600	56,600	52,500	-3.0%	7.1	-2.0	57.4	-2.6	53.2	-1.4
Southern	94,800	54,700	49,900	6.2%	8.8	-1.3	57.7	3.2	52.6	3.6
Halifax	352,500	246,100	232,000	1.7%	5.7	-0.7	69.8	0.0	65.8	0.4
New Brunswick	620,300	383,700	348,700	-0.7%	9.1	-0.1	61.9	-0.4	56.2	-0.4
Campbellton – Miramichi	124,000	67,200	56,200	-3.3%	16.4	-0.5	54.2	-1.4	45.3	-1.0
Moncton – Richibucto	176,800	113,300	104,900	0.5%	7.4	-0.4	64.1	-0.5	59.3	-0.3
Saint John – St. Stephen	144,300	91,900	85,200	-1.3%	7.3	0.2	63.7	-0.7	59.0	-0.8
Fredericton – Oromocto	112,400	72,800	67,400	0.4%	7.6	1.3	64.8	0.4	60.0	-0.2
Edmundston – Woodstock	62,700	38,400	35,000	-0.3%	8.9	-0.4	61.2	-0.1	55.8	0.3

Y/Y designates the change between December 2013 and December 2014. See **Glossary** for more information.

Atlantic Canada in the news

Newfoundland and Labrador

The Muskrat Falls transmission line project is employing 2,500 people from across Labrador, 400 of which come from various Aboriginal groups. Some of the Aboriginal employees have gained employable skills through the Labrador Aboriginal Training Partnership and Nalcor. The project has created various jobs for Aboriginal Labradorians ranging from assembly and construction to kitchen support. (CBC News, September 19, 2014)

Prince Edward Island

GE's Global Offshore and Marine division awarded Aspin Kemp & Associates an $80 million contract. This contract is for the construction of electrical components for drilling ships and **is expected to generate approximately 50 high-quality trades and professional jobs on Prince Edward Island**. It is derived from the $25 billion Irving Shipbuilding contract. (The Guardian, October 10, 2014)

CGI, a key player in the information and communications industry, will be creating up to 300 new jobs at its Stratford location. Immediate job opportunities are available for project managers, business analysts, testing professionals, application developers and support specialists. Innovation P.E.I., Prince Edward Island's leading economic development agency, is supporting the planned expansion with a recruitment/training allowance of $5,000 for every job in excess of 100 jobs at CGI's Prince Edward Island centre. (The Guardian, February 2, 2014)

Nova Scotia

The PEI-based pharmaceutical company, BioVectra, is expanding its operations within PEI and to Nova Scotia. **The new Nova Scotia plant will begin operating in 2016 and will employ between 20 to 30 people initially with an eventual workforce of 80 individuals.** (CBC News, December 18, 2014)

A partnership between Port Hawkesbury Paper, Waycobah, the Mi'kmaq Rights Office and the Mi'kmaw Economic Benefits Office of Nova Scotia led to the creation of security positions for First Nations employees at the paper mill. **The Mi'kmaw Economic Benefits Office helped train 12 community members for security work at the Port Hawkesbury Paper** with plans to expand training and services to different communities and companies. (Cape Breton Post, July 24, 2014)

New Brunswick

John and Judy Bragg, founders of the Bragg Group of Companies, have donated **$500,000 to the University of New Brunswick to establish scholarships, bursaries and a summer camp for Aboriginal students.** This donation will assist aboriginal students in gaining the education, and skills required to compete in the current job market. (Telegraph Journal, October 16, 2014)

Useful links

Newfoundland and Labrador

NL Labour Market Information
http://www.lmiworks.nl.ca/LabourMarketInformation/Default.aspx?key=145

Labour Market and Career Information for Aboriginal Peoples
http://www.lmiworks.nl.ca/Aboriginal/Default.aspx

Nova Scotia

Career Options Nova Scotia
http://novascotiacareeroptions.ca/default.asp?mn=1.28.49

New Brunswick

NB Occupational Profiles
http://www1.gnb.ca/0105/op-pp/Default.aspx?l=e

Prince Edward Island

Employment Development Agency Jobs Registry
http://www.gov.pe.ca/infopei/index.php3?number=50808

Opportunities PEI
http://www.opportunitiespei.ca/working-finding

Québec

Labour market indicators

In December 2014, the total population aged 15+ in Québec was approaching 6.8 million people. The Aboriginal population accounted for about 0.9%, or 61,000 people.

The unemployment rate for Québec stood at 7.0%, while the participation rate was 64.1% and the employment rate was 59.6%.

The unemployment rate among the Aboriginal population was 9.0% in December 2014, 4.0 percentage points lower than a year earlier. Over the same period, the participation rate declined 0.9 percentage points to 60.9%. The employment rate grew 1.6 points, to 55.4. It is important to note that estimates for Aboriginal people in Québec, in particular, are based on a small sample size and this may account for the larger swings in year-over-year comparisons, compared with other provinces.

Main indicators – Québec
Unemployment, employment, and participation rates

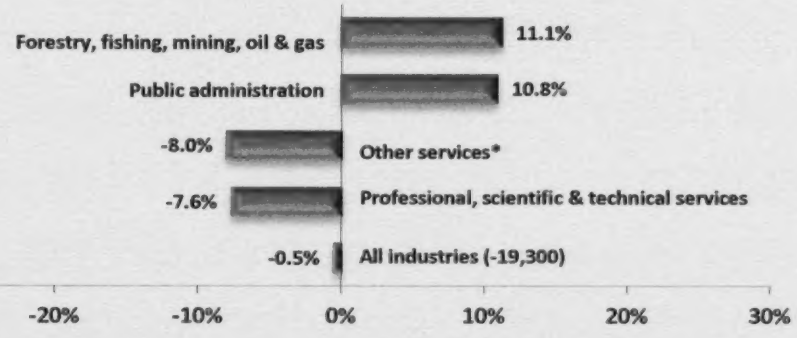
	December 2014	Y/Y change
Total population (15+)	**6,762,900**	
Unemployment rate	7.0	0.0
Participation rate	64.1	-0.8
Employment rate	59.6	-0.7
Aboriginal population*	**61,000**	
Unemployment rate	9.0	-4.0
Participation rate	60.9	-0.9
Employment rate	55.4	1.6

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between December 2013 and December 2014, employment growth in Québec was driven by Forestry, fishing, mining, oil and gas (+3,400); public administration (+23,000); and construction (+19,900). Offsetting these gains were employment losses in other services (-13,500); and professional, scientific and technical services (-23,500). Notable declines were also seen in finance, insurance, real estate and leasing (-15,500); and transportation and warehousing (-12,700).

Employment growth for selected industries, Quebec, December 2013 to December 2014



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.***

Regional characteristics

Between December 2013 and December 2014, Québec experienced a lack lustre labour market performance, with just two of the ERs reporting lower unemployment rates and higher participation and employment rates. Estrie and Montérégie and Abitibi – Témiscamingue saw the highest increase in unemployment rate, as well as notable drops in the participation and employment rates.

However, during this period, seven of Québec's 16 economic regions (ERs) experienced an increase in employment, with the largest gains in the regions of Estrie, Montérégie and Saguenay – Lac-Saint-Jean. However, a few regions saw declines in employment with the largest in Côte-Nord & Nord-du-Québec, Abitibi – Témiscamingue and Capitale-Nationale.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Gaspésie – Îles-de-la-Madeleine	77,600	41,600	34,200	0.3%	17.8	1.0	53.6	1.1	44.1	0.4
Bas-Saint-Laurent	164,600	86,600	81,200	-2.6%	6.2	-3.6	52.6	-3.3	49.3	-1.1
Capitale-Nationale	605,600	392,800	372,300	-4.0%	5.2	0.7	64.9	-2.8	61.5	-3.1
Chaudière – Appalaches	337,600	224,200	214,600	-1.4%	4.3	0.5	66.4	-0.7	63.6	-1.0
Estrie	265,700	169,500	160,100	3.6%	5.5	-0.3	63.8	1.5	60.3	1.6
Centre-du-Québec	194,500	114,000	104,900	1.2%	8.0	0.3	58.6	0.6	53.9	0.3
Montérégie	1,228,800	819,000	777,100	3.2%	5.1	-1.1	66.7	0.8	63.2	1.4
Montréal	1,669,100	1,063,100	961,800	-1.1%	9.5	0.8	63.7	-0.7	57.6	-1.2
Laval	350,700	244,000	230,200	0.1%	5.7	0.2	69.6	-0.8	65.6	-0.9
Lanaudière	408,800	273,400	255,000	1.4%	6.7	-0.7	66.9	-0.3	62.4	0.2
Laurentides	484,500	312,100	288,500	-3.9%	7.6	-0.3	64.4	-3.7	59.5	-3.2
Outaouais	319,700	208,500	192,500	-1.8%	7.7	0.9	65.2	-1.4	60.2	-1.8
Abitibi – Témiscamingue	118,000	77,100	71,800	-6.1%	6.9	1.7	65.3	-3.1	60.8	-4.0
Mauricie	221,900	118,400	111,600	-1.9%	5.8	-1.4	53.4	-1.9	50.3	-1.0
Saguenay – Lac-Saint-Jean	223,900	136,100	124,700	2.4%	8.4	0.7	60.8	2.1	55.7	1.5
Côte-Nord & Nord-du-Québec	91,100	53,900	49,300	-7.0%	8.3	2.0	59.2	-3.1	54.1	-4.1

Y/Y designates the change between December 2013 and December 2014. See **Glossary** for more information.

Québec in the news

SNC-Lavalin has signed a contract with Stornoway Diamonds Inc. to help develop Québec's first diamond mine in the James Bay Region. **Construction of the mine is projected to generate 600 jobs with another 475 direct and 600 indirect jobs being created once the mine is operational.** (Financial Post, July 21, 2014)

The Grand Council of the Crees, the Cree Nation Government, the Cree Nation of Nemaska and Nemaska Lithium Inc. signed the Chinuchi Agreement ensuring that **the Nemaska Lithium mining project will provide education and employment opportunities to the Cree of Québec.** (Grand Council of the Crees, November 7, 2014)

Useful links

QC Labour Market Information
http://imt.emploiQuebec.net/mtg/inter/noncache/contenu/asp/mtg941_accueil_angl_01.asp

Ontario

Labour market indicators

In December 2014, the total population aged 15+ in Ontario was over 11.3 million, while the Aboriginal population accounted for 1.5% of that, or 169,000 people.

The unemployment rate in Ontario was 6.3%, the participation rate stood at 65.3% and the employment rate at 61.2%. These figures were all down slightly from a year earlier.

The unemployment rate for the Aboriginal population was 10.3% in December 2014, down 1.7 percentage points from December 2013. The participation and employment rates increased by 2.4 percentage points to 63.6%, and 3.2 percentage points to 57.1%, respectively.

Main indicators – Ontario
Unemployment, employment, and participation rates

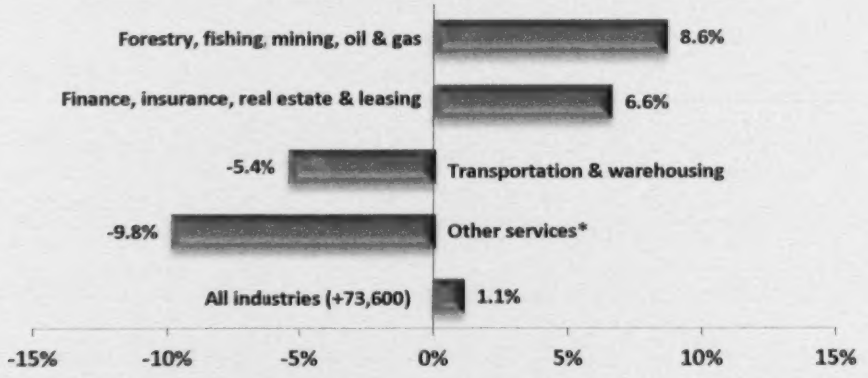
	December 2014	Y/Y change
Total population (15+)	**11,384,800**	
Unemployment rate	6.3	-0.6
Participation rate	65.3	-0.5
Employment rate	61.2	-0.1
Aboriginal population*	**169,000**	
Unemployment rate	10.3	-1.7
Participation rate	63.6	2.4
Employment rate	57.1	3.2

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between December 2013 and December 2014, Ontario saw the greatest proportional employment growth in forestry, fishing, mining, oil and gas (+3,200); and finance, insurance, real estate and leasing (+34,200), as well as accommodation and food services (+26,000); and educational services (+28,300). However, there were employment losses in other services (-28,700); and transportation and warehousing (-17,400). Other notable declines were in management of companies and administrative and other support services (-11,400); and professional, scientific and technical services (-12,500).

Employment growth for selected industries, Ontario, December 2013 to December 2014



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.**

Regional characteristics

The province of Ontario saw strong labour market outcomes between December 2013 and December 2014. Over this time period, 10 of Ontario's 11 economic regions (ERs) experienced an employment gain while Windsor – Sarnia saw a slight decline in employment.

Five of the 11 ERs saw decreases in the unemployment rate and gains in employment and participation rates, with the strongest performance in Muskoka– Kawarthas, Stratford – Bruce Peninsula and Northeast. Windsor – Sarnia was the only ER to experience an increase in the unemployment rate but this was likely largely due to an increase in the number of people participating in the labour force.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Ottawa	1,090,500	739,300	698,800	1.4%	5.5	-0.2	67.8	0.1	64.1	0.2
Kingston – Pembroke	375,100	226,500	210,900	1.0%	6.9	-0.6	60.4	0.0	56.2	0.3
Muskoka – Kawarthas	323,000	199,400	188,600	13.1%	5.4	-0.1	61.7	6.9	58.4	6.6
Toronto	5,362,600	3,547,900	3,296,100	0.2%	7.1	-0.7	66.2	-1.4	61.5	-0.8
Kitchener – Waterloo – Barrie	1,084,900	757,600	721,700	2.4%	4.7	-0.8	69.8	0.1	66.5	0.7
Hamilton – Niagara Peninsula	1,200,900	749,900	708,600	0.9%	5.5	-1.2	62.4	-0.7	59.0	0.1
London	555,700	347,100	327,500	0.2%	5.6	-0.6	62.5	-0.7	58.9	-0.4
Windsor – Sarnia	519,200	324,800	301,000	-0.2%	7.3	0.8	62.6	0.5	58.0	-0.1
Stratford – Bruce Peninsula	245,500	161,800	154,900	2.2%	4.3	-1.7	65.9	0.2	63.1	1.4
Northeast	455,000	273,100	259,800	2.7%	4.9	-1.8	60.0	0.6	57.1	1.7
Northwest	172,900	107,200	101,000	0.8%	5.8	-1.9	62.0	-0.8	58.4	0.4

Y/Y designates the change between December 2013 and December 2014. See **Glossary** for more information.

Ontario in the news

The Ontario Government worked with Confederation College to help 27 Aboriginal youth from 22 First Nations communities find summer employment through the First Nations Natural Resources Youth Employment Program. **To date, the program has offered natural resource management experience to 325 youth from 42 First Nations communities.** (Ministry of Natural Resources and Forestry Ontario, August 14, 2014)

The Grand Renewable wind farm in Haldimand County Ontario, created 500 jobs at peak construction and continues to fill 12 full-time, permanent positions. Additionally, the project features an equity partnership with Six Nations of the Grand River with First Nations owning 10% of the project and receiving $400 000 for the Grand River Post-Secondary Education Office. (North American Windpower, January 12, 2015)

Useful links

ON Labour Market Information
http://www.tcu.gov.on.ca/eng/labourmarket/

Manitoba

Labour market indicators

In December 2014, the total population aged 15+ in Manitoba was 990,500. The Aboriginal population accounted for 10.2% of that, or over 101,000 people—the highest proportion among all provinces.

Manitoba's unemployment rate stood at 4.7%, down slightly from a year earlier. The participation rate was 68.2% and the employment rate was 65.0%, both up slightly from a year earlier.

Main Indicators – Manitoba
Unemployment, employment, and participation rates

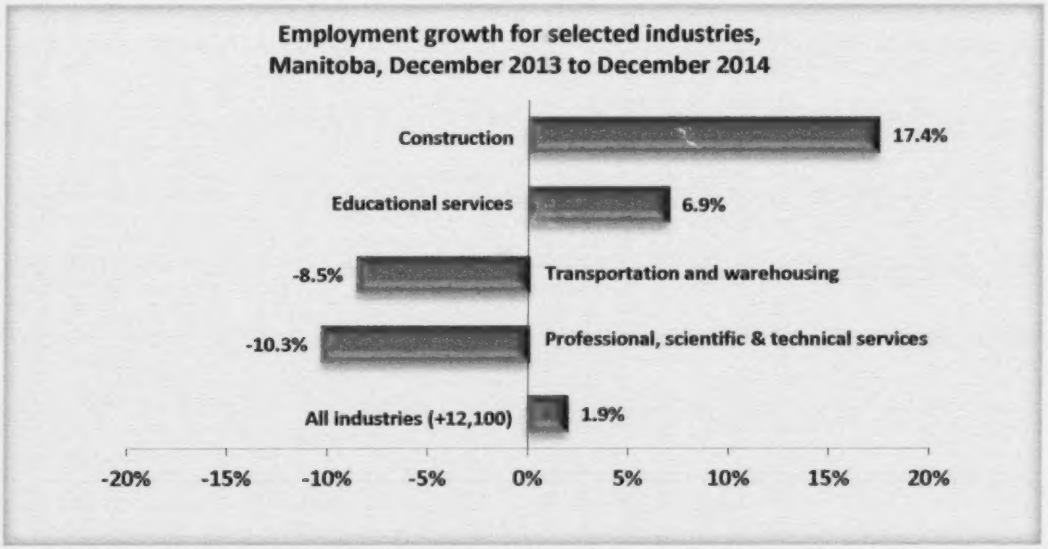
	December 2014	Y/Y change
Total population (15+)	**990,500**	
Unemployment rate	4.7	-0.4
Participation rate	68.2	0.1
Employment rate	65.0	0.4
Aboriginal population*	**101,100**	
Unemployment rate	9.3	-2.4
Participation rate	65.5	3.2
Employment rate	59.4	4.5

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

The unemployment rate for the Aboriginal population was 9.3% in December 2014, down 2.4 percentage points from a year earlier. The participation and employment rates for Aboriginal people increased between December 2013 and December 2014 by 3.2 percentage points to 65.5% and 4.5 percentage points to 59.4%, respectively.

Employment growth by sector

Employment growth between December 2013 and December 2014 in Manitoba was driven by construction (+7,300); and educational services (+3,600) along with health care and social assistance (+5,400); and public administration (+1,300). Professional, scientific and technical services (-2,900); and transportation and warehousing (-3,400) experienced losses as did information, culture and recreation (-1,900).



Regional characteristics

Labour market performance in Manitoba between December 2013 and December 2014 was strong, with all seven economic regions (ERs) experiencing employment gains with the largest gain in South Central. All of the ERs reported a decline or no change in unemployment rate.

Three ERs experienced declines in the unemployment rate and increases in the participation and employment rate: South Central, Interlake and Winnipeg. On the other hand, North Central reported the largest decline in the participation rate which was partially offset by a small increase in the employment rate.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Southeast	87,100	60,400	57,500	1.2%	4.8	-0.4	69.3	-0.6	66.0	-0.2
South Central	50,000	36,600	35,300	12.4%	3.6	-0.1	73.2	6.9	70.6	6.8
Southwest	84,700	58,700	57,300	1.4%	2.6	-1.3	69.3	-0.4	67.7	0.8
North Central	37,300	25,000	24,700	1.2%	4.2	0.0	67.0	-1.9	66.2	0.3
Parklands & North	599,900	404,900	383,500	1.3%	5.3	-0.2	67.5	-0.4	63.9	-0.2
Interlake	74,500	51,000	48,500	3.4%	4.7	-0.4	68.5	1.6	65.1	1.5
Winnipeg	57,000	37,400	35,400	2.3%	5.1	-1.4	65.6	1.8	62.1	2.2

Y/Y designates the change between December 2013 and December 2014. See Glossary for more information.

Manitoba in the news

Manitoba Hydro is working with Manitoba Geothermal Energy Alliance, Aki Energy and First Nations communities across the province to convert community houses from traditional heating sources to geothermal heating. **These projects have created approximately 40 installation jobs for First Nations people in their own communities.** (CBC News, June 19, 2014)

The Manitoba Government and seven provincial tribal councils created a website aimed at inspiring Aboriginal Manitobans to choose a career in the health field. **The website lists 40 types of health-care careers, explains training and education requirements, and connects individuals with resources, including current job openings.** (CBC News, October 30, 2014)

Useful links

MB Labour Market Information
http://www.gov.mb.ca/tce/lmi/index.html

Saskatchewan

Labour market indicators

In December 2014, the total population aged 15+ in Saskatchewan was 847,000. The Aboriginal population represented 8.8% of that, or 74,200 people.

The unemployment rate was 3.1%, the lowest in Canada in December 2014 and down 0.4 percentage points from a year earlier. The participation rate stood at 69.5% and the employment rate was 67.4%.

The unemployment rate among the Aboriginal population was 9.1% in December 2014, dropping almost a percentage point from a year earlier. The participation rate declined 2.7 percentage points, reaching 63.1 in December 2014. The employment rate also declined by 1.9 percentage points to 57.3%.

Main indicators – Saskatchewan
Unemployment, employment, and participation rates

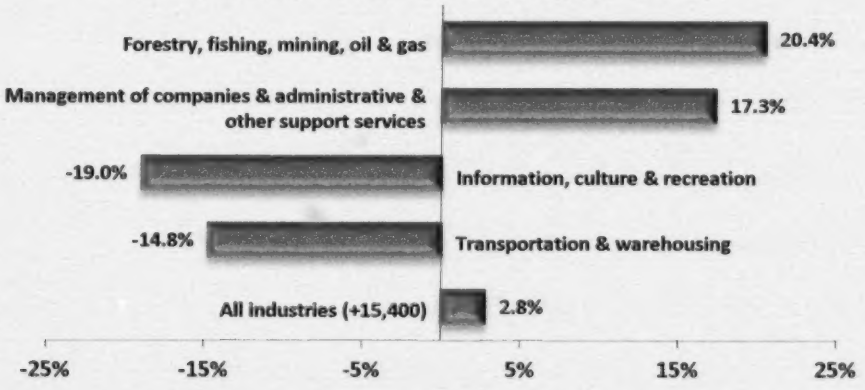
	December 2014	Y/Y change
Total population (15+)	**847,000**	
Unemployment rate	3.1	-0.4
Participation rate	69.5	0.5
Employment rate	67.4	0.8
Aboriginal population*	**74,200**	
Unemployment rate	9.1	-0.9
Participation rate	63.1	-2.7
Employment rate	57.3	-1.9

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between December 2013 and December 2014, Saskatchewan saw employment growth in forestry, fishing, mining oil and gas (+4,800); and management of companies and administrative and other services (+2,200); as well as finance, insurance real estate and leasing (+4,200); and other services (+2,800). Declines in employment were recorded in information, culture and recreation (-3,700); and transportation and warehousing (-4,400); along with professional, scientific and technical services (-900); and manufacturing (-800).

Employment growth for selected industries, Saskatchewan, December 2013 to December 2014



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.***

Regional characteristics

Labour market performance in Saskatchewan between December 2013 and December 2014 was relatively strong – the province has one of the lowest unemployment rates in the country. Employment gains during this period were reported by all five economic regions (ERs), with the largest gains in Regina – Moose Mountain, Saskatoon – Biggar and Yorkton – Melville.

Four of the five ERs had declines in the unemployment rate and increases in the participation and employment rates indicating overall strong labour market performance. Regina – Moose Mountain and Swift Current – Moose Jaw reported the largest drop in the unemployment rate along with increases in the participation and employment rates. Yorkton – Melville was the only region in Saskatchewan to see a slight increase in the unemployment rate; however this was offset by relatively large increases in the participation and employment rates.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Regina – Moose Mountain	254,900	588,900	180,300	3.5%	2.6	-0.7	72.7	0.6	70.7	0.9
Swift Current – Moose Jaw	81,500	185,200	52,400	1.6%	1.3	-0.6	65.0	0.5	64.3	1.0
Saskatoon – Biggar	291,200	53,000	199,400	3.2%	3.3	-0.1	70.8	0.2	68.5	0.3
Yorkton – Melville	62,100	206,300	38,900	3.2%	3.7	0.1	65.1	2.3	62.6	2.2
Prince Albert & Northern	157,200	40,400	99,500	2.1%	4.3	-0.4	66.2	0.7	63.3	0.9

Y/Y designates the change between December 2013 and December 2014. See **Glossary** for more information.

Saskatchewan in the news

Devon Fiddler, a First Nations woman from Waterhen Lake First Nation, SK, has started an enterprise called "SheNative" which aims to empower First Nations women and promote Aboriginal culture. **The enterprise employs Aboriginal women in Northern Saskatchewan and is planning to expand to Saskatoon with jobs for Aboriginal patternmakers, sewers and designers.** (Global News, November 23, 2014)

K+S Potash has begun construction on Saskatchewan's newest Potash mine. There are currently 800 workers constructing the site but this number is expected to increase to 2,100. K+S Legacy project has a First Nations/Metis focus with many of the construction projects being awarded to companies owned or partly operated by First Nations. **In 2014, the project employed about 200 Aboriginal people.** (The Leader-Post, October 25, 2014)

Useful links

SaskNetWork
http://www.sasknetwork.gov.sk.ca

Aboriginal Employment Development Partnership
http://www.gov.sk.ca/news?newsId=f2432fbb-e54c-4e1f-b14d-3e605ebbee33

Alberta

Labour market indicators

In December 2014, the total population aged 15+ in Alberta was 3.3 million. The Aboriginal population accounted for 4.0% of that, or 133,500 people.

The unemployment rate in Alberta was 4.2%, down slightly from a year earlier. The participation and employment rates declined slightly from a year earlier to72.4% and 69.4%, respectively, but still remain the highest in the country.

The unemployment rate among the Aboriginal population was 6.7% in December 2014, a decline of just under 1 percentage point from a year earlier. The participation rate was 70.1% and the employment rate was 65.4%. Both saw decreases of 1.7 and 1.0 percentage points, respectively. Labour market performance for Aboriginal people in Alberta was the strongest in the country.

Main indicators – Alberta
Unemployment, employment, and participation rates

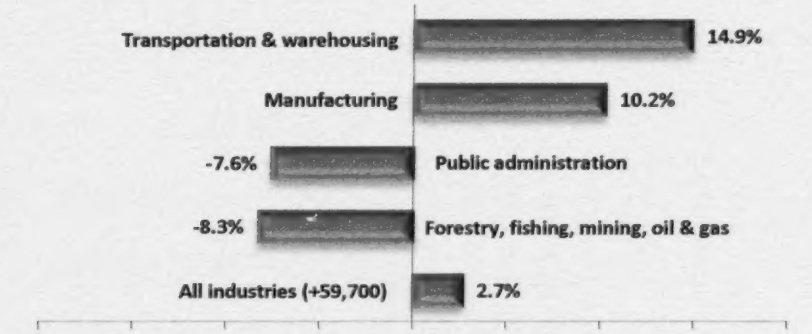
	December 2014	Y/Y change
Total population (15+)	**3,312,700**	
Unemployment rate	4.2	-0.1
Participation rate	72.4	-0.4
Employment rate	69.4	-0.2
Aboriginal population*	**133,500**	
Unemployment rate	6.7	-0.8
Participation rate	70.1	-1.7
Employment rate	65.4	-1.0

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Between December 2013 and December 2014, there was employment growth in Alberta in transportation and warehousing (+17,800); manufacturing (+14,100) as well as educational services (+13,400). Employment losses were reported in forestry, fishing, mining, oil and gas (-15,200); and public administration (-6,800); as well as utilities (-1,600); and trade (-8,400).

Employment growth for selected industries, Alberta, December 2013 to December 2014



Regional characteristics

Between December 2013 and December 2014, labour market performance in Alberta was very strong, with all economic regions (ER) reporting increases in employment. The largest gains were in Banff—Jasper—Rocky Mountain House and Lethbridge – Medicine Hat.

Compared to December 2013, the unemployment rate went down in five of the province's eight ERs in December 2014 with Camrose—Drumheller reporting the largest decline and Red Deer reported the largest increase. Three ERs reported drops in the unemployment rate and increases in the participation and employment rate: Lethbridge—Medicine Hat, Camrose—Drumheller and Athabasca—Grande Prairie—Peace River. The unemployment rate in Banff—Jasper—Rocky Mountain House was unchanged in December 2914, but the region had the largest increases in both participation and employment rates.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Lethbridge—Medicine Hat	233,200	153,900	149,500	7.8%	2.8	-0.1	66.0	3.7	64.1	3.6
Camrose—Drumheller	163,300	112,700	109,100	3.2%	3.1	-1.3	69.0	0.3	66.8	1.2
Calgary	1,239,700	901,100	862,400	1.9%	4.3	-0.1	72.7	-1.3	69.6	-1.1
Banff—Jasper—Rocky Mountain House	77,000	59,600	57,200	8.3%	4.0	0.0	77.4	4.2	74.3	3.9
Red Deer	167,800	126,600	120,900	3.3%	4.5	1.8	75.4	1.9	72.1	0.6
Edmonton	1,115,200	808,300	772,100	2.1%	4.5	-0.3	72.5	-1.1	69.2	-0.9
Athabasca—Grande Prairie—Peace River	200,200	146,200	140,700	2.8%	3.8	-0.1	73.0	0.8	70.3	0.8
Wood Buffalo—Cold Lake	116,200	90,100	86,400	3.0%	4.1	0.3	77.5	-0.7	74.4	-0.7

Y/Y designates the change between December 2013 and December 2014. See **Glossary** for more information.

Alberta in the news

The Treaty Six Aboriginal Skills Employment and Training Strategy job fair drew over 50 employers and up to 1,500 First Nation, Metis, Inuit and non-Aboriginal job seekers. This event is the largest job fair in Alberta organized by and for First Nations. It is an opportunity for Aboriginal Albertans to talk to employers in a supportive environment. (Edmonton Journal, October 29, 2014)

The Region 6 Metis Nation of Alberta launched the Northwest Alberta Energy Aboriginal Project in July 2014. The project will offer a training program that will allow students to work on the Carmon Creek project and other energy projects within 160 kilometers of Peace River. **The Carmon Creek Project aims to fill 44 positions with program graduates.** (Peace River Record-Gazette, September 18, 2014)

Useful links

Aboriginal Alberta information
http://www.aboriginal.alberta.ca/index.cfm

Aboriginal Workforce Initiative: Calgary Chamber of Commerce
http://www.calgarychamber.com/policy/projects/past-projects/aboriginal-workforce-initiative

British Columbia

Labour market indicators

In December 2014, the total population aged 15+ in British Columbia (B.C.) was over 3.9 million. The Aboriginal population represented 2.9% of that, or 113,100 people.

The unemployment rate in British Columbia was 5.4%, while the participation rate stood at 63.3% and the employment rate at 59.9%.

The unemployment rate among the Aboriginal population in British Columbia was 12.5% in December 2014, a slight increase from a year earlier. The participation rate was 59.4% and the employment rate was 52.0%. Both experienced declines of 6.5 and 5.9 percentage points, respectively, between December 2013 and December 2014.

Main indicators – British Columbia
Unemployment, employment, and participation rates

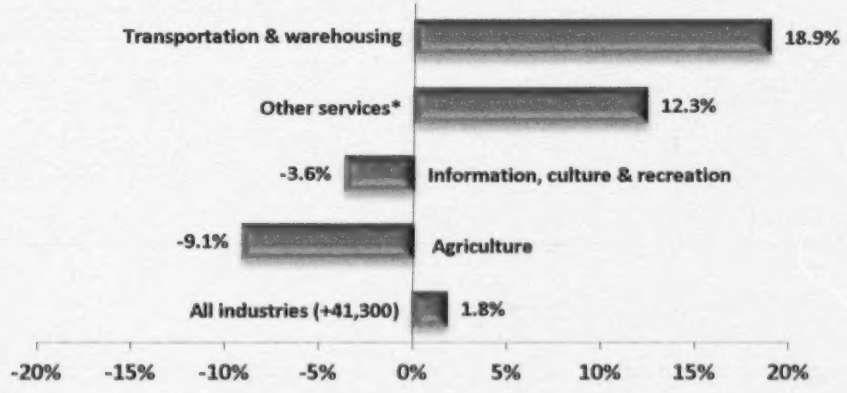
	December 2014	Y/Y change
Total population (15+)	**3,920,100**	
Unemployment rate	5.4	-0.8
Participation rate	63.3	-0.2
Employment rate	59.9	0.3
Aboriginal population*	**113,100**	
Unemployment rate	12.5	0.4
Participation rate	59.4	-6.5
Employment rate	52.0	-5.9

Estimates are based on three-month moving averages (see **Glossary** for more information).
Y/Y: the change between December 2013 and December 2014
*the Labour Force Survey excludes those living on-reserve

Employment growth by sector

Employment growth in British Columbia from December 2013 to December 2014 was driven by transportation and warehousing (+24,000); and other services (+11,200); as well as professional, scientific and technical services (+8,800); and healthcare and social assistance (+9,700). Offsetting these gains were declines in agriculture (-2,200), information, culture and recreation (-4,300) as well as forestry, fishing, mining, oil and gas (-1,500); and educational services (-4,200).

Employment growth for selected industries, British Columbia, December 2013 to December 2014



*'Other services' include, for example, **automotive repair and maintenance; personal care services (hair care, barber shops); and religious, grant-making, civic, and professional and similar organizations.**

Regional characteristics

In BC, between December 2013 and December 2014, labour market performance has been sluggish, with only two of seven economic regions (ERs) reporting gains in employment – Lower Mainland – Southwest and North Coast & Nechako. These gains were offset by significant employment losses in Northeast and Kootenay.

Five ERs experienced declines in the unemployment rate with Thompson–Okanagan reporting the largest drop, while Kootenay and Cariboo saw small increases. Two ERs reported declines in the unemployment rate and increases in the participation and employment rates: Lower Mainland–Southwest and North Coast & Nechako. While Thompson–Okanagan and Northeast saw the relatively large declines in the unemployment rate, this was offset by declines in the participation and employment rates indicating an increasing number of people leaving the labour force.

Population, labour force, employment levels, and labour market performance

	Population	Labour force	Employment		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Vancouver Island & Coast	666,800	384,500	364,400	-0.4%	5.2	-0.5	57.7	-0.9	54.6	-0.6
Lower Mainland–Southwest	2,450,600	1,585,100	1,497,500	3.5%	5.5	-0.7	64.7	0.6	61.1	1.0
Thompson–Okanagan	435,500	263,700	249,600	-1.4%	5.3	-2.6	60.6	-2.7	57.3	-1.0
Kootenay	125,700	76,400	71,400	-4.0%	6.5	0.3	60.8	-2.1	56.8	-2.2
Cariboo	124,900	87,600	83,500	-0.6%	4.6	0.1	70.1	0.0	66.9	0.0
North Coast & Nechako	63,600	42,200	40,300	4.9%	4.5	-1.6	66.4	3.1	63.4	4.0
Northeast	53,100	38,900	38,000	-5.9%	2.4	-2.3	73.3	-7.5	71.6	-5.4

Y/Y designates the change between December 2013 and December 2014. See **Glossary** for more information.

British Columbia in the news

Seventeen Aboriginal learners in the Okanagan will upgrade their skills and education to meet the needs of BC's growing economy. The students are participating in a program jointly supported by Okanagan College and the Osoyoos Indian Band. Programs such as this are receiving federal and provincial funds which allows Aboriginal Canadians to train closer to their homes. (Kelowna Now, November 28, 2014)

The Nisga'a First Nation has signed an agreement with Avanti Mining Inc. to allow the development of the Kitsault mine. **It is expected that the mine will create up to 300 full-time jobs over 14 years.** (Mining.com, June 4, 2014)

Useful links

BC Labour Market Information
http://www.workbc.ca/workbccentres/

Industry Training Authority: Aboriginal Initiatives
http://www.itabc.ca/Page1027.aspx

The Territories

(INCLUDES YUKON, NORTHWEST TERRITORIES (NWT), AND NUNAVUT)

Labour market indicators

(Small sample sizes of Aboriginal peoples in the North limit the extent to which outcomes can be broken down into smaller sub-groups [i.e. industries] or sub-regions below the territorial level. In order to get a representative sample for each territory, the samples for three consecutive months are added together and estimates are based on three-month moving averages).

As of December 2014, the total population aged 15+ in the Territories was almost 83,000, up 1.1% from a year earlier. Aboriginal people represent about half of the total population in the three territories.

Between December 2013 and December 2014 each territory saw declines in the unemployment, employment and participation rates, indicating an increase in the number of people exiting the labour force. Nunavut recorded the largest drop in the unemployment rate (down -2.3 percentage points to 12.3%), and the participation rate (down -5.3 percentage points to 60.5%). NWT reported an unemployment rate decline of less than 1 percentage point, however this was offset by a -4.5 percentage point drop in the participation rate. Yukon reported the smallest decline in the unemployment rate (-0.4%), and also in the participation and employment rates (-1.5% and -1.1%, respectively) indicating that the Yukon labour market is marginally more stable compared to the other two territories.

Population, labour force, employment levels, and labour market performance

	Population (15+)	Labour force		Unemployment rate (%)		Participation rate (%)		Employment rate (%)	
	December 2014	December 2014	December 2014	December 2014	Y/Y	December 2014	Y/Y	December 2014	Y/Y
Yukon	27,700	20,200	19,300	4.5	-0.4	72.9	-1.5	69.7	-1.1
Northwest Territories	31,800	22,900	21,200	7.4	-0.8	72.0	-4.5	66.7	-3.5
Nunavut	23,100	14,000	12,200	12.3	-2.3	60.5	-5.3	53.0	-3.2

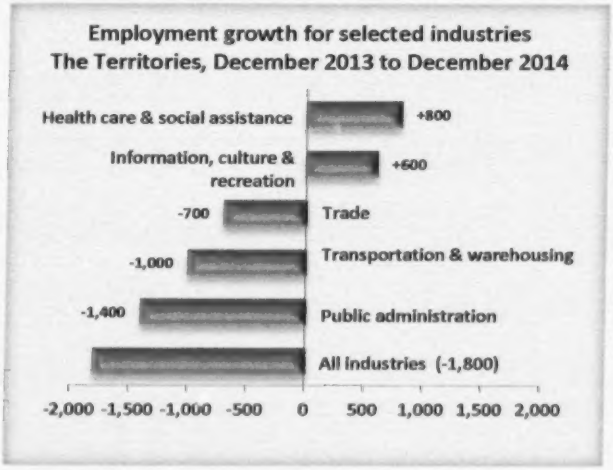
The Labour Force Survey collects labour market data about the Territories in the form of three-month moving averages. The estimates presented in this release are not seasonally adjusted; therefore, comparisons are made on a year-over-year basis. (See **Glossary** for more information.)

Y/Y: the change between December 2013 to December 2014

Employment growth by sector

Between December 2013 and December 2014, the Territories saw employment gains in healthcare and social assistance (+800); and information, culture and recreation (+600). Declines were reported in public administration (-1,400); and transportation and warehousing (-1,000).

Over the same time period, industries that recorded the largest employment gains in the respective Territories were agriculture (Nunavut); business, building and other



support services (Northwest Territories); and trade (Yukon).

The Territories in the news

Yukon

The Yukon Government has awarded $972,000 to 21 different community organizations for historical, cultural, recreational and other initiatives throughout Yukon. **These funds, and the projects that they support, will provide employment for 81 people across the province.** (Yukon Government, August 20, 2014)

Northwest Territories

De Beers and its partner, Mountain Province Diamonds, are building the new Gahcho Kue diamond mine in the Northwest Territories. **The construction will create 700 jobs and an additional 400 jobs will be created once the mine is operational.** An impact benefit agreement signed between De Beers and the N.W.T. Metis Nation will ensure that a proportion of those jobs go to Metis from the N.W.T. (CBC News, December 16, 2014)

The Diavik diamond mine in the Northwest Territories will be expanded to include a fourth diamond pipe. **Construction of the pipe will generate 177 construction jobs per year until 2018 at which point the mine will create between 80 and 100 new operational and maintenance roles.** (CBC News, November 26, 2014)

Nunavut

A partnership between Northern College and the hamlet of Arviat has trained six new welding helpers from the local community. The graduates from the Arviat Welding Trade Readiness program are now well-equipped to take advantage of the many positions in Nunavut's construction and mining industries. The program is an example of how colleges and remote communities are working together to provide employment and training opportunities for local people. (Nunatsiaq News, December 31, 2014)

The Government of Yukon and the Association franco-yukonnaise have signed a $221,625 agreement to provide employment and skills training for French and English-speaking Yukoners over the next three years. **The training programs that will help more than 460 Yukoners develop or upgrade their skills.** (The Government of Yukon, January 21, 2015)

Useful links

Yukon

Yukon Jobs
http://www.employment.gov.yk.ca

Nunavut

Bureau of Statistics
http://www.stats.gov.nu.ca/en/home.aspx

Northwest Territories

Jobs North
http://www.jobsnorth.ca

Aboriginal Women Entrepreneurs

Take away messages...

- From 2011 to 2014, the self-employment rate among Aboriginal people grew by 10.7%, compared with 1.4% among non-Aboriginal Canadians.
- There were 42,300 self-employed Aboriginal people in Canada in 2014. This number is growing due to support from Aboriginal business organizations.
- Almost 40% of Aboriginal self-employed business owners create jobs for others.

Introduction

Aboriginal businesses are becoming key drivers of economic opportunity both in and outside Aboriginal communities. Not only do they create employment opportunities for the current labour force but are also essential for the future prosperity of Aboriginal Canadians. In particular, they create opportunities for the growing number of young Aboriginal job seekers entering the labour market. Entrepreneurship offers Aboriginal women, who are underrepresented in the workforce, unique opportunities for employment and independence. There are various programs and networks that enable Aboriginal women entrepreneurs to achieve great success in a variety of industries.

Aboriginal Business Characteristics

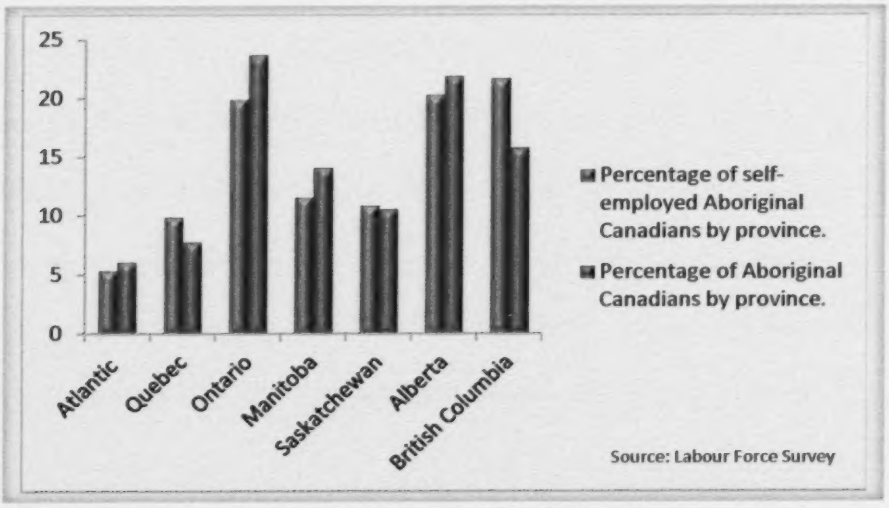
Growth Profile:

- In 2014, there were 42,300 self-employed Aboriginal workers in Canada, 15,800 (37.4%) of which were women.[i]
- In the same year, there were 2,670,500 self-employed non-Aboriginal Canadians, 971,500 (36.4%) of which were women.
- From 2011 to 2014, the self-employment rate among Aboriginal people grew by 10.7%, compared with 1.4% among non-Aboriginal Canadians.
- During the same period Aboriginal women self-employment grew by 7.5% while self-employment grew by 3.8% among non-Aboriginal women.

- **Location:** According to the Canadian Council for Aboriginal Business[ii] the majority of Aboriginal businesses (63%) are located off-reserve. However, location varies by Aboriginal group with 72% of First Nations-owned businesses located on-reserve while the majority of Métis and Inuit business are located in non-Aboriginal communities.

Regional Distribution:

Chart 1: Regional distribution of Aboriginal self-employment as a proportion of the Canadian total and the percentage of the total Aboriginal Canadian population, 15 years of age or older, residing in each province.



- **Industry Type:** According to the Canadian Council for Aboriginal Business, Aboriginal entrepreneurship is present in all industries including arts and entertainment, manufacturing and wholesale trade. While construction and primary sector firms make up a large portion of Aboriginal-owned businesses, recent growth has led to nearly as many Aboriginal entrepreneurs working in knowledge-based industries such as scientific and technical services. Aboriginal women entrepreneurs are more likely to work in the secondary and knowledge-based industries than their male counterparts.[iii]

Success

Aboriginal business owners have identified significant profits and growth as indicators of success with some also including rewarding work and a strong client base as indicative of success. Successful Aboriginal businesses are more likely to have a formal business plan and rely on innovation, such as introducing new products or processes, to increase their success. Many Aboriginal businesses experience so much growth that they need to expand their workforce to meet their clients' needs. According to the Canadian Council for Aboriginal Business, almost 40% of Aboriginal self-employed business owners create employment for others.[iv]

- **Success Story:** Meet Hilda Broomfield-Letemplier and read how this Inuk woman from Labrador overcame challenges to launch her own business and become a successful mentor.

- Ms. Broomfield-Letemplier grew up in Happy Valley – Goose Bay. After spending 10 years in Quebec, she decided to return to her native province to start her business. When first starting her company, Ms. Broomfield-Letemplier had a fulltime job with the Provincial Government and was enrolled in a Secretarial Science Administrative Program. As the business grew, so did her responsibilities and Ms. Broomfield-Letemplier decided to leave her job with the Provincial Government to dedicate herself fulltime to her business.

- Ms. Broomfield-Letemplier established Pressure Pipe Steel Fabrication Ltd. in 1991 in Happy Valley – Goose Bay, NL. As President and Chief Financial Officer, has expanded her business to include 10 employees. The company began as a storage containment manufacturing facility and subsequently diversified to become a supplier of a variety of industrial and mining supplies.

- **How she did it:** In order to fund the business, Ms. Broomfield-Letemplier and her husband applied for loans from multiple financial institutions and made significant personal contributions. Ms. Broomfield-Letemplier has taken every course she can get her hands on, from accounting, to project management, saying that it is important to grow with the business. She credits her success to networking and to the mentorship she received from the Newfoundland & Labrador Organization of Women Entrepreneurs (NLOWE) early on. She now serves on its board.

- **Some key advice:** There are no magical solutions to having your own business; work hard, be prepared to make sacrifices and connect with a good lawyer, accountant and IT specialist to help manage resources and offer guidance. The best piece of advice she can offer Aboriginal women who are considering starting their own businesses is to not be afraid, take intelligent risks and be prepared to fill many different roles within the company.

- According to Ms. Broomfield-Letemplier, the most satisfying part of her success is giving back to the community. She enjoys being a role model and wants to help other Aboriginal women grow.

- **What does the future look like?** Pressure Pipe Steel Fabrication Ltd. is taking on new projects with both public and private partners and is hoping to offer full time employment to even more local people, both Aboriginal and non-Aboriginal. Ms. Broomfield-Letemplier is diversifying her experiences in the world of Aboriginal business in Canada. She is an active member of several Aboriginal business networks such as the Inuit Women in Business Network. In 2014, she was appointed to the National Aboriginal Economic Development Board (NAEDB). In these roles, Ms. Broomfield-Letemplier is pursuing her passion of mentoring and inspiring Aboriginal women.

Challenges to self-employment

Accessing the funds to start a business. The majority (55%)[v] of Aboriginal entrepreneurs rely on personal savings to launch their businesses (Canadian Council for Aboriginal Business). However, not all aspiring entrepreneurs have the capacity to fund their own venture. Funding barriers include a lack of collateral, poor credit, government regulations and provisions of the Indian Act that limit on-reserve businesses from using assets as collateral.

A lack of business skills and formal training. A minority of Aboriginal businesses (29%) have an established business plan and there is an expressed desire by many entrepreneurs to gain skills related to financing and accounting, business management, marketing, and resource location (Canadian Council for Aboriginal Business). Younger businesses are more likely to have a business plan which suggests that younger entrepreneurs possess business skills that will help their companies grow. In addition, Aboriginal women entrepreneurs are more likely than their male counterparts to have college or university training.[vi]

For Aboriginal women, these obstacles are combined with gender and social issues. Aboriginal women report *lacking* the confidence required to start their own *business* and many lack the support necessary, such as sources of childcare, for the time commitment of starting a new business (Women's Economic Council).[vii]

Solutions

- To address funding issues there are Aboriginal-specific programs offered at private financial institutions, through Aboriginal business organizations, and in public sector departments. Examples of funding programs include:

- Aboriginal Affairs and Northern Development Canada offers funding assistance through its Aboriginal Business and Entrepreneurship Development program.[viii]
- The Business Development Bank of Canada has set up Aboriginal Business Development Funds in different regions across Canada to support Aboriginal entrepreneurs[ix]
- The Women's Business Entrepreneurship Network awards an annual grant to an Aboriginal women entrepreneur.[x]

- To address the training obstacles of Aboriginal entrepreneurs, Aboriginal business organizations are working to develop the business skills of Aboriginal Canadians. In order to assist Aboriginal women in overcoming challenges, there are Aboriginal business organizations that are targeted specifically at women, such as the Aboriginal Women's Business Entrepreneurship Network, and other Aboriginal business organizations offer women-specific resources.

Aboriginal Business Networks and Programs

Aboriginal Entrepreneurship (ideaconnector.net) builds skills through networking. In the Women's Sharing Circle participants identify barriers for Aboriginal women entrepreneurs and how to overcome them.

Canadian Centre for Aboriginal Entrepreneurship focuses on skills development through its "Aboriginal BEST" program that teaches about business planning, marketing, and financing.

Canadian Council for Aboriginal Business develops Aboriginal entrepreneurs' business skills with programs such as mentorships with Aboriginal and non-Aboriginal businesses.

Aboriginal Women's Business Entrepreneurship Network offers Aboriginal women business training and financial literacy through webinars, mentorships, and meetings.

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[i] Statistics Canada
[ii] Canadian Council for Aboriginal Business. (2011). *Promise and Prosperity: Aboriginal Business Survey.*
[iii] Women's Economic Council. (2011). *Regional Clustering Model for Aboriginal Women.*
[iv] Canadian Council for Aboriginal Business. (2011). *Promise and Prosperity: Aboriginal Business Survey.*
[v] Canadian Council for Aboriginal Business. (2011). *Promise and Prosperity: Aboriginal Business Survey.*
[vi] Women's Economic Council. (2011). *Regional Clustering Model for Aboriginal Women.*
[vii] Ibid
[viii] Aboriginal Affairs and Northern Development Canada. (2013). *Aboriginal Business and Entrepreneurship Development.* https://www.aadnc-aandc.gc.ca/eng/1375201178602/1375202816581.
[ix] Business Development Bank of Canada. (2014). *Aboriginal Business Development Fund.* http://www.bdc.ca/EN/i_am/aboriginal_entrepreneur/Pages/aboriginal_fund.aspx
[x] Aboriginal Women's Business Entrepreneurship Network. (2015). *AWBEN Grant.* http://awben.ca/awben-grant.

Evaluation of the Aboriginal Skills and Employment Training Strategy (ASETS) and the Skills and Partnership Fund (SPF)

(Prepared by the Evaluation Directorate, Strategic Policy and Research Branch, Employment and Social Development Canada, Published April 17, 2015)

Summary

Historically, Aboriginal Canadians have experienced higher rates of unemployment, lower rates of labour force participation and higher rates of dependence on income assistance than the non-Aboriginal population. To address these challenges, Aboriginal labour market programs are available to increase workforce participation and help First Nations, Métis and Inuit people prepare for, find and maintain jobs.

The Aboriginal Skills and Employment Training Strategy (ASETS) is a five-year (2010-2015) [Economic Action Plan 2015 announced the extension of ASETS for two years.] [1] Federal Government program designed to increase the number of Aboriginal peoples (First Nations, Inuit, Métis as well as status and non-status Aboriginal peoples living off-reserve) employed and integrated into the labour force. The program provides financial assistance to Aboriginal organizations through multi-year contribution agreements to support the costs of human resources development programs and services.

Launched in 2010, with funding to March 2015, [Economic Action Plan 2015 announced the extension of ASETS for two years.] [1] the Skills and Partnership Fund (SPF) is a demand-driven, partnership-based contributions program that funds short-term projects contributing to the skills development and training of Aboriginal peoples (First Nations, Métis as well as status and non-status Aboriginal peoples living off-reserve), as well as employment. SPF is a separate but complementary program to ASETS.

Both ASETS and SPF are expected to increase the number of Aboriginal people who are employed and integrated into the labour market.

The ASETS and SPF evaluation covers program activities from April 2010 to January 2014, focusing on three strategic priorities: demand-driven skills development; partnerships; and accountability for improved results. A calibrated approach was adopted for this evaluation, which emphasized areas where knowledge gaps exist, such as ASETS and SPF partnerships and the extent to which demand-driven skills development has taken place, while incorporating multiple lines of enquiry and leveraging previous similar evaluation results where appropriate and necessary.

Findings

Program Relevance: The evaluation findings demonstrate that ASETS and SPF are relevant. They are meeting the priorities of the Government of Canada, and there continues to be a demonstrable need for labour market programming for Aboriginal Canadians. The evidence indicates that both programs are working towards achieving their intended outcomes.

1. This announcement came after the publication of the Evaluation of the ASETS and the SPF, April 17, 2015.

Partnership and Engagement: Formal and informal labour market development partnerships were being established with training institutions and private and public sector employers. Evidence also demonstrated the likelihood that these partnerships are sustainable in the long term, once the funding agreement ends:

- It is estimated that 3,500 (2,350 ASETS; 1,150 SPF) partnerships were created.
- Overall, 71% of the partners were employers in either the private (40%) or public (31%) sectors.
- The majority of partnerships that were created could be characterized as *formal* in nature. Formal partnerships with employers were more likely to result in a worker being retained after the funding period ends.
- A majority of Aboriginal Agreement Holders (AAHs) expected that their partnerships would continue. A greater number of ASETS partners (90%) than SPF partners (80%) were of the belief that the partnership with their AAH would continue.

While much work has been undertaken to develop partnerships, challenges remain. Staff turnover appears to be an ongoing problem, overburdening existing AAH staff and managers due to a lack of internal resource capacity. In addition, the time-consuming nature of engagement at times affected the AAH's ability to establish and maintain partnerships.

Demand-driven Labour Market Programming: In an effort to address the gap in sustainable economic development identified in the previous evaluation (2009) of the Aboriginal Human Resource Development Strategy (AHRDS), one of the strategic priorities of ASETS was to ensure that skills development was demand-driven. The evaluation demonstrated that AAHs are taking a demand-driven approach and aligning their labour market programming with the labour market demands of their region:

- Approximately eighty-one percent of employer partners stated that working with AAHs reflected a demand-driven approach to meeting skills development needs in their industry, province or area.
- Ninety-two percent of partners felt that the program that was introduced in the workplace by the AAH was demand-driven.
- Sixty-one percent of employer partners indicated that AAHs had targeted training to their particular occupational skills needs.

While in-demand occupations have been targeted, AAHs continue to face a number of challenges including: a lack of economic opportunities in remote communities; the volatile nature of the natural resources sector; low educational attainment and/or essential skills of the target population; and poor employer perceptions regarding the hiring of Aboriginal peoples. In addition, while employers and training institutions worked with AAHs to find local demand-driven employment opportunities and training options, the lack of accurate and up-to-date local labour market information impacted their ability to accurately forecast in-demand employment opportunities.

ASETS Participant Outcomes: The outcome analysis measured the difference in the average annual labour market outcomes of ASETS participants in the five years preceding the start of program participation and outcomes in the year following their program start year. Results from this outcome analysis should be interpreted with caution as they pertain to a relatively short period following the start of participation. Bearing this in mind, the evidence demonstrated that:

- There was a 17 percentage point gain (+$1,621) in participant's average annual employment earnings.
- The incidence of employment increased by 5 percentage points between both periods.
- The proportion of participants in receipt of EI benefits increased by 3 percentage points while the average annual amount of EI benefits collected increased by 37 percentage points (+$266), which implies an improved attachment to the labour market after program participation.
- Participants also had small increases in their use of SA benefits.

ASETS/SPF Incremental Impacts: In an effort to calibrate the level of effort of the evaluation, evaluators summarized and used the results of the previous AHRDS and Aboriginal Skills and Employment Partnership Program (ASEP) evaluations. These results serve as viable proxies for ASETS and SPF respectively, as both AHRDS and ASEP were very similar in relation to the types of core programs and services that they provided to Aboriginal clients. Results from the incremental impact analysis demonstrated that overall, both AHRDS and ASEP were effective at increasing the employment earnings of participants and also had positive impacts on the incidence of employment of participants. Based on these observations, it is expected that ASETS and SPF would produce similar impacts.

Average Cost: Using the most recent participant Action Plan result outcome indicators reported by AAHs in the Standard Data File, the cost analysis revealed that the average cost per client for ASETS was $6,122 and for SPF $9,469. With 42.3% of ASETS clients experiencing positive post-program outcomes as of 2012-13 (including employment/self-employment or returning to school), the average estimated cost per successful ASETS client was $14.7K. It should be noted that the latter cost is likely overestimated, as the evaluation was limited to conducting a one year post-program analysis. As a result, the outcomes of upwards of 21% of ASETS clients have yet to be determined as they were still enrolled in the program at the time of the evaluation. In the case of SPF, it is too early to develop an estimate of the cost per successful SPF client as many (46%) were still participating in the program at the time the evaluation was conducted.

Program Data Requirements and Collection: Overall, AAH representatives were of the view that the administrative data supporting the outcomes analysis was generally of good quality. The technical nature of data requirements and case management systems proved to be challenging in the context of staff turnover (at Service Canada, Employment and Social Development Canada [ESDC] and within the agreement holders), as well as the reporting requirements of ESDC and other departments vis-à-vis the time spent on delivery of services to clients, are straining the abilities of AAHs to meet their obligations.

Recommendations

The Evaluation Directorate proposes the following recommendations which should be considered by ESDC in advancing the relevance and outcomes of ASETS and the SPF:

1) The Evaluation Directorate recommends that ESDC puts measures in place to encourage the adoption of formal agreements between Aboriginal Agreement Holders and employer partners, where appropriate and possible.

2) The Evaluation Directorate recommends that ESDC should develop strategies with Aboriginal Agreement Holders to strengthen the establishment and maintenance of partnerships, including addressing the capacity issues (training and guidance from national headquarters) faced by

Aboriginal Agreement Holders, and dealing with poor perceptions amongst employers in the context of hiring Aboriginal people.

3) The Evaluation Directorate recommends that ESDC develop strategies to address expected outcomes where Aboriginal Agreement Holders serve remote communities. Remoteness issues to be addressed include, but are not limited to, the scarcity of economic opportunities and industries, and sector volatility.

4) The Evaluation Directorate recommends that ESDC should continue to ensure that continuous training is offered to Aboriginal Agreement Holders in the area of data collection and case management.

5) The Evaluation Directorate recommends that ESDC should continue to streamline data collection processes for Aboriginal Agreement Holders, including the adoption of consistent and common data reporting requirements, and avoid reporting overlap and duplication where feasible.

6) ESDC should develop a strategy for strengthening Aboriginal Agreement Holders access to timely labour market information to support their service delivery.

To read the full Evaluation Report please visit:
http://www.esdc.gc.ca/eng/publications/evaluations/skills_and_employment/2015/asets.shtml

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Economic Action Plan 2015 – Investing in Aboriginal Labour Market Programming

The Skills and Partnership Fund (SPF) and Aboriginal Skills and Employment Training Strategy (ASETS) were set to expire in March 2015. Economic Action Plan 2015 announced $215 million over five years beginning with $15 million in 2015–16 and $50 million per year thereafter for the Skills and Partnership Fund (SPF), which provides skills development and training for Aboriginal people. The proposed funding would complement the two-year extension of the ASETS at $350 million annually.

In addition, $8 million over four years, beginning in 2016-17 was announced for the launch of a pilot labour force survey on reserve in order to improve available labour market information.

Data guide

This section contains a description of the main data sources used in the ALMB as well as a review of some of the limitations and guidelines for interpretation.

Labour Force Survey (LFS)

The LFS is a monthly household survey from Statistics Canada. It divides the Canadian population 15 years of age and older into three distinct groups—unemployed, employed, and out of the labour force (those who are not employed and not actively looking for employment)—and provides information about the Canadian labour market.

In the context of the ALMB, the LFS is useful because it is the only survey that provides monthly labour force information about and for Aboriginal people. However, it has limitations for the analysis of Aboriginal labour market outcomes:

- The LFS sample does not include people living in First Nation communities (on-reserve) and Aboriginal settlements.
- Data collected in Yukon, Northwest Territories, and Nunavut use a different methodology and are excluded from national estimates. However, the sample from the territories includes both Aboriginal and non-Aboriginal communities.
- Small sample sizes of Aboriginal peoples limit the extent to which outcomes can be broken down for smaller groups (e.g., by skill level) or regions below the provincial level. This ensures estimates are reliable and that individual and family privacy are respected.
- Aboriginal data from the LFS are not seasonally adjusted (see **Glossary**), which makes it difficult to assess changes over short periods of time.

Identification of the Aboriginal population

Aboriginal identity is determined when respondents identify with at least one Aboriginal group, for example, North American Indian, Métis, or Inuit. It is similar to the Census concept of Aboriginal identity[1].

Coverage and scope

Given the limitations regarding the territories and reserves, analyses of Aboriginal labour market outcomes pertain to *Aboriginal peoples living off-reserve in the ten provinces* only.

Characteristics of the Aboriginal population described in the ALMB may differ from other publications, in particular those based on the Census of Population or the Aboriginal Peoples Survey, which include broader coverage of the Aboriginal population.

LFS - useful links & references

- Labour Force Survey
- Aboriginal People and the Labour Market

Census of Canada/National Household Survey

The *Census of Canada* is a detailed enumeration of the population of Canada. The Census occurs every five years. Results from Census 2011 were released in 2012. Canada's population totalled 33,476,690 in 2011.

Data regarding Aboriginal people are not available in the 2011 Census. In 2011, the Census long form was replaced with a voluntary survey - the *National Household Survey* (NHS) The NHS provides some information about Aboriginal people, including population counts, age, gender, and geographic distributions as well as language, family structure, income, educational attainment, and labour market information.

Roughly 4.5 million households across Canada were selected for the NHS, representing about one-third of all households. The final response rate was 68.6%.

[1] Note that this is different from the concept of *Aboriginal ancestry* also used in the Census.

In the NHS, 'Aboriginal Identity' refers to whether the person self-identifies in the questionnaire as Aboriginal, that is, First Nations (North American Indian), Métis or Inuk (Inuit) and/or being a Registered or Treaty Indian (that is, registered under the Indian Act of Canada) and/or being a member of a First Nation or Indian Band.

Comparability of Census and NHS estimates

The content of the NHS is similar to that of the 2006 Census long questionnaire; however, a number of changes were made to some questions and sections of the questionnaire.

For example, questions used to measure Aboriginal identity were altered slightly. There were also changes to the definition of 'on-reserve,' as determined by Aboriginal Affairs and Northern Development Canada in collaboration with Statistics Canada.

As a result, users must use caution when comparing NHS estimates with those from the 2006 long form Census, especially when the analysis involves small geographies.

Statistics Canada asks users to consult the NHS's main quality indicator, the global non-response rate, in assessing the quality and comparability of the NHS estimates.

See the NHS User Guide for more information.

Census/NHS - useful links & references

- Census of Canada
- National Household Survey 2011
- NHS User Guide
- Aboriginal Peoples in Canada in 2011
- The educational attainment of Aboriginal peoples in Canada
- Aboriginal peoples and language

Comparability of data on Aboriginal people over time –

According to Statistics Canada, the following factors should be taken into account when comparing data on Aboriginal people over time, for example, when comparing between the 2006 Census and the 2011 National Household Survey:

- Slight differences in the wording and in the format of Aboriginal questions
- Differences in methodology in the 2011 NHS
- Legislative changes, for example Bill C-31 in 1985 and Bill C-3 in 2011, which affect concepts such as Aboriginal identity and registered Indian status
- Changes made to the definition of reserves
- Differences in the list of incompletely enumerated reserves

Over and above these factors, for a variety of reasons, some people report their Aboriginal identity and/or ancestry differently from one data collection period to another.

Source: Statistics Canada (2013) Aboriginal peoples in Canada, Box 2. *http://www12.statcan.gc.ca/nhs-enm/2011/as-sa/99-011-x/99-011-x2011001-eng.cfm*

Glossary

Economic region: LFS economic regions (ERs) are established in consultation with the provinces. The regions generally correspond to regions used by the province for administrative and statistical purposes, as well as by Statistics Canada. For further information and maps, see the *Labour Force Survey–target population*.

Employment: Employed persons are those who, during the LFS reference week:

1) did any work at all at a job or business, that is, paid work in the context of an employer-employee relationship, or self-employment. It also includes unpaid family work; or
2) had a job but were not at work due to factors such as own illness or disability, personal or family responsibilities, vacation, labour dispute, or other reasons (excluding persons on layoff, between casual jobs, and those with a job to start at a future date).

Employment growth: Refers to additional employment positions that did not exist in the previous year.

Employment rate (employment/population ratio): Number of employed persons expressed as a percentage of the population 15 years of age and over. The employment rate for a particular group (age, sex, marital status, province, etc.) is the number employed in that group expressed as a percentage of the population for that group.

GDP/gross domestic product: The market value of all final goods and services produced within a country in a given period of time.

Goods-producing industries (or goods sector, or goods industries) include agriculture; forestry, fishing, mining, and oil & gas extraction; utilities (electric power, gas and water); construction; and manufacturing.

Industry: General nature of the business carried out in the establishment where the person worked (main job only), based on the 2002 North American Industry Classification System (NAICS 2002).

Job vacancy / vacant position: A position is considered "vacant" if it meets three conditions: a specific position exists, work could start within 30 days, and the employer is actively seeking employees from outside the organization to fill the position.

Labour force: Civilian, non-institutional population 15 years of age and over who, during the LFS reference week, were employed or unemployed.

Median: The numerical value that separates the higher half of a sample, population, or distribution, from the lower half.

Not in the labour force: Persons not in the labour force are those who, during the LFS reference week, were unwilling or unable to offer or supply labour services under conditions existing in their labour markets, that is, they were neither employed nor unemployed.

Occupation: Refers to the kind of work persons were doing during the LFS reference week. For those not currently employed, information is collected for the most recent job held within the previous year. Occupational classification is based on the 2001 National Occupational Classification for Statistics (NOC-S 2001).

Participation rate: Total labour force expressed as a percentage of the population aged 15 years and over. The participation rate for a particular group (e.g., women aged 25 years and over) is the labour force in that group expressed as a percentage of the population for that group.

Population: The target population covered by the LFS corresponds to all persons aged 15 years and over residing in the provinces of Canada, with the exception of: persons living on Indian reserves, full-time members of the regular Armed Forces, and persons living in institutions (for example, inmates of penal institutions and patients in hospitals or nursing homes who have resided in the institution for more than six months).

Reference week: The entire calendar week (from Sunday to Saturday) covered by the LFS each month. It is usually the week containing the 15th day of the month.

Replacement demand: Job openings arising from the turnover in existing jobs when people leave the labour market permanently or temporarily. Examples include people who retire and those who temporarily leave their jobs to look after children.

Seasonal adjustment: A seasonally adjusted series is one from which seasonal movements have been eliminated. Seasonal movements are caused by regular annual events such as climate, holidays, vacation periods, and cycles related to crops, production, and retail sales associated with Christmas and Easter. Seasonal adjustment is a complex process used to remove these variations.

Self-employment: Working owners of an incorporated business, farm, or professional practice, or working owners of an unincorporated business, farm, or professional practice. The latter group also includes self-employed workers who do not own a business (such as babysitters and newspaper carriers). Self-employed workers are further subdivided by those with or without paid help.

Service-producing industries (or service sector or service industries) include trade; transportation and warehousing; finance, insurance, real estate and leasing; professional, scientific and technical services; business, building and other support services; educational services; health care and social assistance; information, culture and recreation; accommodation and food services; other services; and public administration.

Three-month moving average: Moving averages are used to smooth out short-term fluctuations caused by relatively small sample sizes. This statistical process triples the sample sizes and improves the reliability of estimates. For example, 3MMA data for January would be based on an average of the data from November, December, and January.

Type of work: Full-time or part-time work schedule. Full-time employment consists of persons who usually work 30 hours or more per week at their main or only job. Part-time employment consists of persons who usually work less than 30 hours per week at their main or only job. This information is available for those currently employed or who last worked within the previous year.

Unemployment: Unemployed persons are those who, during LFS reference week:

1) were on temporary layoff during the reference week with an expectation of recall and were available for work, or
2) were without work, had looked for work in the past four weeks, and were available for work, or
3) had a new job to start within four weeks from reference week, and were available for work.

Unemployment rate: Number of unemployed persons expressed as a percentage of the labour force. The unemployment rate for a particular group (for example, age, sex, marital status) is the number unemployed in that group expressed as a percentage of the labour force for that group.

Unemployment-to-job vacancy (UV) ratio: The ratio of unemployed people who last worked within the previous 12 months to job vacancies. The lower the ratio, the more favourable the labour market situation and vice versa. For the UV ratio by sector, the sector in which the unemployed person last worked is used. This does not imply that they continued to look for work in that sector.

For additional terms and further elaboration, please see Statistics Canada (2014) Guide to the Labour Force Survey.